

# PRELIMINARY PLANNING PHASE

Identify and Review Entire Function or Organization  
(i.e. in house/contracted commercial activities,  
inherently governmental)

Is it still needed in whole or part?

Eliminate  
Activity

Re-Assess  
Business  
Units for  
Competition

Are the Commercial Activities severable from  
Exempt Activities?

Can Civilian  
personnel  
perform these  
functions?

Are functions performed by Military personnel  
inherently governmental?

★ POM for  
Military to  
Civilian  
Conversion

Convert to  
Contract

Are any of the Commercial Activities New  
Requirements or Severable Expansions?

★ Approved  
by  
SECNAV

Can the Commercial Activity be privatized  
or divested?

Can another DoD  
Component or  
Federal Agency  
perform the work  
more effectively?

Can another DoD Component or Federal Agency  
perform the Commercial Activity more cost  
effectively?

Convert to  
Fee-for-Service  
Agreement

Conduct  
Streamlined  
competition.  
Is private  
sector  
performance  
more  
efficient than  
government?

Is the Commercial Activity performed by 10  
or fewer DoD civilian employees and/or any  
number of military?

Conduct standard competition - is private sector  
performance more efficient than MEO?"

★ Convert to  
Contract or  
Fee-for-Service  
Agreement

★ Convert to  
Contract or  
Fee-for-Service  
Agreement

★ Convert to Government's Most Efficient Organization

Update CAMIS & IG/CA Inventory

Recompete MEO at  
end of last  
Performance Period

★ Credited towards A-76 goals